

MEMORANDUM OF UNDERSTANDING

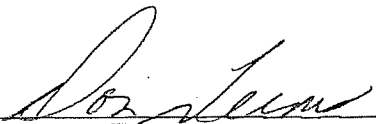
In an effort to reach an amicable understanding on the question of Holiday Pay for those sworn fire employees that worked on November 11, 1984 - Veteran's Day, the City agrees that the above-mentioned employees will receive Holiday Pay for working on November 11, 1984.

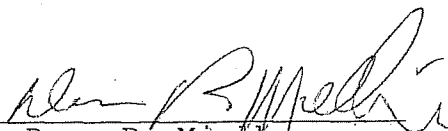
It is understood that the Union, its officers, agents and members waive any claims to Holiday Pay that may be filed by those employees that worked on November 12, 1984.

The question of when Veteran's Day shall be celebrated shall be a subject of upcoming negotiations in 1985.

FOR I.A.F.F., LODGE NO. 20

ON THE PART OF THE CITY  
OF MIAMI, MIAMI, FLORIDA

  
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Don Teems  
President

  
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Dean R. Mielke  
Labor Relations Officer

Date: 11/19/84